



DEPARTMENT OF THE ARMY

WASHINGTON, D.C. 20310

August 10, 1995



ARMY POLICY STATEMENT ON EQUAL OPPORTUNITY


For today's Army to continue to be the best in the world, we all must remain committed to the ideals of fairness and equality of opportunity. They are integral components of our values based organization. Values are the foundation of this institution...always have been, always will be. We affirm our commitment to these principles and pledge to ensure that equal opportunity and freedom from sexual harassment are the standards in America's Army.

People remain the cornerstone of readiness. Sophisticated weapons systems and modern technology are of little value without a dedicated, trained team of professional soldiers and civilians. Each must be treated fairly and with dignity and respect in all aspects of daily interactions. We expect all to treat one another as they would want to be treated. Leaders at all levels must continue to establish and maintain command climates that focus efforts toward mission accomplishment. If either the perception or the reality of unequal treatment exists in the organization, the mission suffers. We all rightfully expect standards to be enforced as we live the Army's values.

We are justifiably proud of the many accomplishments America's Army has made in the field of human rights and we will continue to build on these past accomplishments. Leaders at all levels must continue to assess the environment in which their soldiers and civilians work and live. Every person has a right to compete for advancement based upon their individual abilities and merit, irrespective of skin color, ethnic background, religious faith, or gender. We challenge each leader to create and maintain an environment of zero tolerance for discrimination and sexual harassment. It is our obligation to the Army, to the nation, and to its people.

We will continue to demonstrate that America's Army is the equal opportunity leader in the nation and the institution where men and women of diverse backgrounds can aspire to and achieve greatness.


Dennis J. Reimer
General, United States Army
Chief of Staff


Togo D. West, Jr.
Secretary of the Army



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ARMY POLICY ON SEXUAL HARASSMENT



The policy of the United States Army is that sexual harassment is unacceptable conduct and will not be tolerated.

Army leadership at all levels must be committed to creating and maintaining an environment conducive to maximum productivity and respect for human dignity. In achieving this, we maintain America's Army as an effective force, trained and ready to fight and win. To this end, we expect the commitment of each of you to establish and maintain a work and duty environment free of sexual harassment for all personnel, whether civilian or military, active duty or reservist. We expect everyone to do what is right legally and morally - everyday.

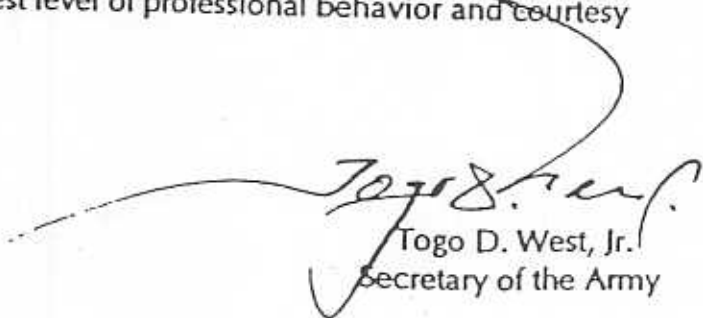
The Army bases its success on mission accomplishment. Successful mission accomplishment can only be achieved in an environment of mutual respect, dignity and fair treatment. This necessitates zero tolerance of sexual harassment.

Sexual harassment is defined in law and regulation as unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature which is made a term or condition of a person's job, is used as a basis for career or employment decisions affecting a person, interferes with the performance of a soldier or civilian of America's Army, or creates an intimidating, hostile or offensive working environment.

Individuals who perceive they are being sexually harassed by supervisors, superiors, co-workers, or peers should make it clear that such behavior is offensive and report the harassment to an appropriate authority or office. It is the responsibility of every leader—military and civilian—to examine allegations of sexual harassment and take necessary action to ensure that these matters are addressed swiftly, fairly, and effectively.

We know that you will support the Army's continuing commitment to eradicate sexual harassment and to exhibit the highest level of professional behavior and courtesy that we each deserve.


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